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SOCIAL WORKER AWARENESS OF SEX TRAFFICKING VICTIMS

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SOCIAL WORKER AWARENESS OF SEX TRAFFICKING VICTIM

A Project
Presented to the
Faculty of
California State University,
San Bernardino

In Partial Fulfillment
of the Requirements for the Degree
Master of Social Work

by
Latasha Eleanor Howard

June 2015

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ABSTRACT

Sex-trafficking has been known as an international crime of violence against women and children. Social work professionals unknowingly encounter sex trafficking victims among their clients for potential identification and intervention. In a crisis setting, social workers play a fundamental role in assessing and providing treatment services to the victims of sex-trafficking that range in age, gender, and socioeconomic status. Victim identification presents a challenge for social workers because victims are a part of a hidden population. Although the sex-trafficked individuals can be reported to authorities if identified, attention needs to be focused as to how social worker professionals identify the sex-trafficking victims they may potentially to encounter.

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I would like to first thank God for giving me the opportunity to pursue and accomplish my Master's Degree. I would also like to extend a genuine wholehearted thank you to my cohort. Without the support of my colleagues, I would not be here today. The endless encouragement and valuable learnings has given me a different perspective in life that will carry on throughout my professional journey. Furthermore, I would like to thank all of the participants of this study for their time and commitment throughout this process. I would also like to recognize and thank my thesis advisor Dr. Rosemary McCaslin. Thank you for supporting and guiding me through the entire process of completing this thesis project. In addition to all of the wonderful people that have had a significant impact in my personal growth, I would like to thank my amazing family who has shown me their unconditional love and support these past three years. This journey began with a burning desire to be successful, in efforts to create a legacy within our family and to set an example for my siblings. I am inspired by the tremendous strength and resilience of our family.

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CHAPTER ONE

INTRODUCTION

This chapter introduces sex trafficking in the United States. In addition, this chapter provides evidence of the problem and the need for this study, briefly discusses research on the problem, definition of sex trafficking, and describes the importance of victim identification amongst social workers.

Problem Statement

The United States Congress passed The Victim and Violence Protection Act (TVPA) in 2000. This act was the first federal anti-trafficking law, to address sex-trafficking as an approach to prevent trafficking, prosecute perpetrators, and protect victims (U.S. Government, 2000). Trafficking Victim's Protection Act of 2000 defines sex trafficking as,

- (a) a commercial sex act induced by forced, fraud, or coercion, or in which the person induced to perform such an act has not attained 18 years of age or
- (b) the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery. (Kotrla, 2010, p. 181)

Sex trafficking is not only problematic in other countries; it has been reported to be a social problem in all 50 states in America (DeStefano, 2007),

and despite the lack of knowledge, sex trafficked victims have been identified as modern-day slaves (Hardy et al., 2013). Many times individuals trafficked are deceived, vulnerable, threatened, assaulted, or raped (U.S. Department of State, 2012), consequently women and children dominate this population of individuals that are sex trafficked (Hodge, 2008). Within the United States, an estimate of 14,500 to 17,500 people are trafficked each year for sexual exploitation (Hepburn & Simon, 2010). Prior research concluded that an estimate of 600,00 to 800,00 victims are reported trafficked worldwide, with approximately 80% of sex-trafficked victims being women and up to 50% of victims being minors (U.S. State Department, 2005).

Despite the focus and resources directed to prevent sex trafficking, statistics show that approximately two million children are reported sexually exploited and sex trafficked within the borders of the United States (Hardy, Compton, & McPhatter, 2013). Research suggests that sex trafficked victims are misrepresented as prostitutes rather than victims. Prostitution is a culture that is glamorized and accepted causing a tremendous number of children and women to fall victim to trafficking as a campaign of profit for sex across America (Rand, 2009).

Victims of trafficking often originate from vulnerable populations that are stereotypically poor, including immigrants, individuals who are oppressed or living in poverty, uneducated, disadvantaged, and many times sold into trafficking by parents or caregivers (Clawson & Dutch, 2008). Sex trafficking is

perceived and often misinterpreted by socio-economic status, family dysfunction, or natural disasters that force individuals to migrate for survival, typically limited to third war countries(Sigmon, 2008; Hardy et al., 2013).

Purpose of the Study

This study seeks to gain new knowledge about sex-trafficking, specifically focusing on victim identification in the identified geographic area. There is a need and a sense of urgency to address the current gaps in literature related to the identification of trafficked victims within the community by social work professionals. Lack of awareness and understanding frequently affects victims being properly identified and receiving adequate services.

Since social worker professionals play a vital role in assessing, and providing treatment services to the victims of sex-trafficking; social workers knowledge, training, and capacity to assess, is a key component in identifying sex trafficking victims amongst their clients. Furthermore, increasing their level of awareness will bridge the gap and decrease challenges that are associated with victim identification. This study is designed for clinical social workers in all settings where they are likely to encounter sex-trafficked victims within their scope of practice.

Significance of the Project for Social Work

Sex-trafficking has been identified as an international crime of violence against women and children. The health concerns of sex trafficked victims

brings them in contact with social work professional in a variety of settings such as sexual assault agencies, child welfare and child protection agencies, domestic violence agencies, homeless outreach, shelters, juvenile justice and victim advocacy, for potential identification (Clawson et al., Logan et al., 2009). Yet victims are infrequently identified or misrepresented as prostitutes.

Although sex trafficked individuals can be reported to authorities if identified it is critical that attention is focused on creating a platform to guide and take action, increase awareness, and promote education and training for social work professionals in California as well as the United States as a whole. Unfortunately, literature on sex-trafficking has shown insufficient procedure or protocols to identify victims (Clawson et al., Logan et al., 2009).

CHAPTER TWO

LITERATURE REVIEW

Introduction

Chapter Two discusses policy frameworks in the United States, interventions; barriers in victim identification and the impact from a macro, micro, mezzo level in social work practice, and the theoretical perspective that supports and guides this study in determining the barriers and of victim identification among social workers.

Policy Framework

The purpose of the United States government's anti-human trafficking policy is to free individuals that are restrained in environments that are identified as slave-like behaviors and conditions, locally, state by state, and worldwide (U.S. Department of State, 2008). Originally, the TVPA adopted the "Three P Approach": (1) to *protect* victims, in an effort to decrease the number of individuals that were trafficked, (2) to investigate and prosecute traffickers by reinforcing laws and legal responses within the community, and (3) to *prevent* human trafficking worldwide, to decrease the number of individuals that are trafficked. In 2010, *partnership* was added as the fourth approach to gather a diversity of skills, experiences, resources, service providers, community members, and survivors (Laboratory to Combat Human Trafficking, n.d.).

Barriers in Victim Identification

Literature revealed that sex trafficked persons are seldomly identified by social workers who have made connections with victims (Mary & Graham, 2012). Due to the vulnerability of sex trafficked victims, many, predominantly child victims, go unidentified, gaining access to fewer to services developed to help them escape from their perpetrator and reintegrate back into society (Gozdziak & Macdonnell, 2007). Research also indicates women and children are most vulnerable to trafficking for sexual exploitation and prostitution.

Although prostitution and sex trafficking are classified differently in legal terms, literature suggests that the life style exposure and health risk of prostitution can be misinterpretation of sex-trafficked victims (Miko, 2003). Nevertheless, individuals forced, coerced or deceived into prostitution, are considered trafficking victims, regardless of whether or not they initially entered prostitution willingly (Macy & Graham, 2012).

According to Macy and Graham (2012), little research has been directed to best practices in daily routines for identifying sex-trafficking victims, and less focus has been given to developing practices or strategies to assist social workers in identifying sex-trafficking victims. Regrettably, challenges that social workers face can include the lack of victims self-reporting due to being unaware of their rights, victims not self-identifying as sex-trafficked victim, immigration status, or intimidation and fear, conflicting terminology between sex-trafficking and prostitution (Macy & Graham, 2012).

Interventions

Macy and Graham (2012), notes that it is possible for social workers to offer and provide typical services to victims of sex trafficking and not recognize them as trafficking victims. Consequently, the lack of knowledge in social work practice prohibit in proper identification or appropriate services. Given prior knowledge of the socio-economic status of sex-trafficked victims, research has found that social work professionals have little power, and they are held to certain expectations and standards of service that overwhelms and overburdens case load, which prevents them from properly identifying victims much sooner in the course of their journey (Mena, 2013).

According to Logan et al., (2008) there are four main themes that contribute to the entrapment of individuals living this lifestyle: fear, lack of knowledge, isolation, and physical and psychological confinement. (1) Fear, can be imposed by permanent injuries because of physical assault, neglect or inadequate medical treatment, in addition to threats or violence against loved ones. (2) Lack of knowledge about alternatives also keeps individuals entrapped because they may be uninformed of services readily available to support them. They may not know their rights, and they may not recognize their experience is a crime. (3) Isolation is a vulnerability factor used as a tactic by the perpetrator to control their victims. Isolation increases the dependency factor of the victim, causing them to be isolated from family members, and community, lack of transportation, language and cultural

barriers, which essentially reduces the ability to escape their perpetrator.

(4) Physical and psychological imprisonment may be generated through the control of the victim's money, passport, visas, or other identifying documents, in addition to threats about shaming the victim or exposing their lifestyle to their family, community and or cultural groups (Logan, 2007).

The lack of proper identification and response among agencies and social workers produces severe consequences for victims including re-exposure to exploitation, and unsafe environments. In the United States, on average, trafficking victims are predicted to survive seven years after trafficking occurred, due to health related issues (Potterat et al., 2004). The identification and treatment needed for victims is the focal point of wellness, recovery and resilience. Victims that are not identified become prone to experiencing other traumatic experiences (e.g., homelessness, abortion, alcohol and drugs, disabilities, criminal record, and mental disorders) that intensify and have long-lasting effects on the victim's lives.

Theories Guiding Conceptualization

The Ecosystem Perceptive

The ecosystems theory is an appropriate theory that assists in highlighting social workers knowledge and skill level in identifying possible victims of sex trafficking. This approach provides social workers with the ability to connect, discover and respond to an individual's relationship with their environment, while making connections and analyzing impacts and

environmental factors that contribute to the misidentification of this hidden population of sex trafficked victims.

Micro, mezzo and macro are three system levels that are critical in assessing potential victims. The micro level concentrates on the individual, family and important components of an individual's life; the mezzo level concentrates on an individual's neighborhood, community, and organization, while macro concentrates on advocating for social and policy change.

Ecosystem theory allows social workers to hone on an individual's environment in which they reside, work or travel to better understand their social background. In efforts to assist social workers in connecting, discovering and responding to sex trafficked victims within the community, Mileky, O'Melia, and DuBois (2009) identified five stages that will assist social workers in closing the gaps and identifying sex trafficked victims among their clients. (1) Identify specific systems of interest to explore, (2) determine the gaps in the system, (3) discover the impacts and stains outside the system, (4) close the gaps by connecting the inside and outside systems together, and (5) conclude how the systems developed over time (Miley et al., 2009).

Summary

Educating social workers will assist in providing tools, trainings, and protocols which will allow them to easily identify and treat sex trafficking victims sooner. According to research, victims might encounter social workers in one community and a month later, encounter another social worker's in

another community (Richard, 1999). Although trainings and other educational tools have been developed for other professions such as law enforcement, many social worker's in all settings within the community exhibits minimal awareness about sex-trafficking and few opportunities to obtain education and training specific to health care providers that are in direct contact with victims (Richard, 1999). By integrating education and trainings, health care professionals will be able to improve their knowledge, attitude, perception and behavior focusing their roles and responsibility to identifying these victims of sex trafficking.

CHAPTER THREE

METHODS

Introduction

This chapter will cover the methods that will be used within this study, the study design that will assist in exploring, describing, explaining, and evaluating social workers' knowledge in identifying sex-trafficked victims, describe the sample from which the data were obtained, and provide an explanation as to how data were collected. In addition, this chapter will describe and analyze the procedures used to test the hypotheses and answer the research question.

Study Design

This study explores the knowledge of social workers by using a quantitative research design to answer the question: Are social workers adequately able to identify sex-trafficked victims among their clients? A quantitative approach was used in this research to develop a deeper understanding of social workers knowledge, perception, and increased knowledge in their program/ organization that assists in identifying sex-trafficking victims.

According to Rubin and Babbie (2010), the goal of a quantitative study is to define the characteristics of a specific population through analyzing and describing relationships between sample variables (p. 35).

The first questions on the questionnaire consist of demographics. The demographics identified, age (interval), gender (nominal), ethnicity (nominal), years of social work experience (interval), highest level of education (nominal).

This instrument was also added to create an interval score consisting of 15 questions that assisted in identifying social workers “Knowledge and Perceptions in Identifying Sex Trafficking Victims”. Finally, the survey concludes with five questions that measure social workers “Increasing Awareness about Sex Trafficking” within their Program/ Department, which added the options of “Yes,” “No,” and “Don’t Know” to help the survey become a more reliable tool in gauging the awareness level of social workers within their practicum. The survey was developed by Latasha Howard (2014) in efforts to measure the knowledge, awareness and increased knowledge of participants identifying victims of sex trafficking.

Sampling

Using a quantitative study with snowball sampling the target sample size for this population was 150 participants. However, due limitations and restrictions sample sizes of 34 participants were obtained. The researcher aimed to obtain social workers who have made contact with victims of sex-trafficking. The survey was administered through Qualtrics and was distributed on-line to members of NASW and additional participants who were not members of the NASW was recruited through soliciting participation from other social workers within the community.

Data Collection and Instruments

The researcher created a survey for this study using Qualtrics online survey to evaluate social workers knowledge and awareness in identifying sex-trafficking victims. The questions on the survey were used to measure the social workers current awareness level and knowledge when confronted with identifying victims among their clients (See Appendix A).

The survey consists of three questions that was developed by Phinney (1992) which identified the demographics of social workers with regards to their age, fender and ethnicity. This researcher chose to ask 14 true /false questions using a Liker scale that was created by the researcher, in efforts to assess the social workers ability to adequately identify sex-trafficking victims. The next area of the survey focused on the participants increased awareness concerning sex-trafficking within in their program/department. Six dichotomous questions was also developed by the researcher to better understand if the agency provides ongoing training to enhance the knowledge of social workers within their program/department. The researcher collected data using the online survey provider, Qualtrics. The survey link was distributed via blast email to social workers who are currently members of the NASW organization. After participants completed the survey, they were thanked for their participation.

Strengths and Limitations

The purpose of this study was to examine social workers ability to adequately identify sex-trafficking victims among their clients. This information provides respect and valuable knowledge when assessing the need for future training in the identification of sex-trafficked victims within the community. Nevertheless, the study did have limitations. The study was purposely created to examine social work practioners with the intent to appeal specifically to that particular group, leaving out additional professionals such as: nurses, doctors, and other hospital practioners who may have contact with these victims. The study also provided instruments that were modified and created by the researcher that have not been tested and may be perceived as non-reliable or invalid instruments.

According to Morgan (2003), reliable data that is obtained has an alpha coefficient of .86, signifying consistencies and internal adequate levels of data (p. 34). However, this questionnaire developed by Latasha Howard (2014) has not been pre-tested, nor has it been proven to be a reliable and valid. On the other hand, this questionnaire provides a foundation for gauging certain levels of basic knowledge, awareness and increased knowledge within social workers practicums that will assist in developing additional tools and protocols to serve this hidden population.

Procedures

The researcher contacted Julie Griffin from the National Association of Social Worker (NASW) in efforts to capture the social work members that have contact with sex-trafficking victims. A letter of support was given from the NASW Association to allow access to their social workers. The online survey requested social workers participation. The researcher followed up with preparing an email giving further details and instructions of what the requirements are, in efforts to participate in the survey. A mass email was sent out to all NASW members along with the survey link, soliciting participation. Due to the sensitivity of the study, the researcher asked the initial social workers who agreed to take part in the survey to help identify other social workers who may be willing to take part. For ethical reasons, the new participants that were identified agreed or disagreed to participate in the survey prior to survey link being distributed.

Protection of Human Subjects

Upon approval from the IRB, the data collection began. There were no predictable risks as a result of the participant's contribution to this study on social workers knowledge in identifying sex-trafficking victims. Participants were treated as anonymous during the course of this study. The survey participants were not required to use names or any other personal identification to participate in the survey. The study's survey was associated with an informed consent (Appendix B) and debriefing statement (Appendix C)

that ensured the participants that the survey was completely voluntary and they could have withdrawn from participating without consequence. The debriefing statement included the name of the researcher, the researcher's faculty supervisor, and the faculty supervisor's office contact number at California State University, San Bernardino.

Data Analysis

Quantitative data analyses were used to answer the research question regarding social workers awareness regarding sex-trafficked victims. Univariate and bivariate analysis were utilized to examine any associations between the dependent and independent variables.

This research analyzed three questions that measured the five demographics question of participants, 14 questions that examined the knowledge and perception of sex trafficking, one "yes" / "no" question that examined the social workers assumptions, and descriptive analysis on six true, false, don't know questions. In order to evaluate relations between certain variables, correlations were used to allow the researcher to distinguish contributing factors to whether one variable directly affects another (Grinnell & Unrau, 2011, p. 411).

Summary

Social workers play a valuable role in identifying sex-trafficking victims that are not likely to be identified immediately. With this opportunity, social

workers are able to positively interrupt the status quo within in an individual's life style, in order to provide support and resources that contributes to wellness and recover. The purpose of this research study was to assess social workers ability to adequately identify victims of sex-trafficking. With improved knowledge, awareness and education social workers will be able to adequately identify and offer support to victims that are sex-trafficked in the early stage of contact.

CHAPTER FOUR

RESULTS

Introduction

The purpose of this study is to examine if social workers are able to adequately identify sex-trafficked victims amongst their clients. This chapter will disclose the result from several analyses that were performed. In efforts to provide an analysis of whether or not social workers possess the skills necessary in identifying victims of sex-trafficking, the researcher will first discuss the demographic characterizing of the participant. Second, the researcher will look at social workers knowledge and perception of sex trafficked victims. Third, the researcher will discuss the participant's work environment and the organization's ability to provide awareness within the program. Findings for data analysis were generated from SPSS. The results were determined from evaluating a univariate and bivariate data analyses.

Presentation of the Findings

The initial sample that was studied consisted of 34 participants (100%) within San Bernardino County. Participants were asked to provide their current age. The ages of the participants ranged from 18-55 with the average age being 34-44 (40.6%) years old. Twelve participants (37.5%) indicated that they were between the age of 25-34.

Table 1. Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 - 24 yrs	1	2.9	3.1	3.1
	25 - 34 yrs	12	35.3	37.5	40.6
	34 - 44 yrs	13	38.2	40.6	81.3
	45 - 55 yrs	4	11.8	12.5	93.8
	55 or older	2	5.9	6.3	100.0
	Total	32	94.1	100.0	
Missing	System	2	5.9		
Total		34	100.0		

The sample was largely comprised of females (68.8%) and ten males (31.3%). Two participants (5.9%) choose not to provide a response the question.

Table 2. Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	10	29.4	31.3	31.3
	Female	22	64.7	68.8	100.0
	Total	32	94.1	100.0	
Missing	System	2	5.9		
Total		34	100.0		

Symbolized in Table 3, sixteen participants (50.0%) were of Hispanic or Latino including Mexican American ethnicity. Ten participants (31.3%) were of Black or African American ethnicity.

Table 3. Ethnicity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Asian or Asian American incl Chinese and Japanese and others	1	2.9	3.1	3.1
	Black or African American	10	29.4	31.3	34.4
	Hispanic or Latino incl Mexican American	16	47.1	50.0	84.4
	White, Caucasian, Anglo, European American	3	8.8	9.4	93.8
	Other	2	5.9	6.3	100.0
	Total	32	94.1	100.0	
Missing	System	2	5.9		
Total		34	100.0		

Participants were subsequently asked to identify the number of social work experience (Table 4). Twelve participants (38.7%) indicated having 7-10

years of experience. Six participants (17.6%) indicated having 11 or more years of work experience.

Table 4. Years of Social Work Experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 - 2 yrs	4	11.8	12.9	12.9
	3 - 6 yrs	4	11.8	12.9	25.8
	7 - 10 yrs	12	35.3	38.7	64.5
	11+ yrs	6	17.6	19.4	83.9
	Not applicable	5	14.7	16.1	100.0
	Total	31	91.2	100.0	
Missing	System	3	8.8		
Total		34	100.0		

Later participants were asked to provide their level of education (Table 5). Sixteen participants (51.6%) received their BSW or Bachelor's Degree. Eleven participants (35.5%) received their MSW or Master's Degree.

Table 5. Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	LCSW	2	5.9	6.5	6.5
	Bachelors	16	47.1	51.6	58.1
	MSW	11	32.4	35.5	93.5
	Other	2	5.9	6.5	100.0
	Total	31	91.2	100.0	
Missing	System	3	8.8		
Total		34	100.0		

Summary

In this chapter the researcher utilized descriptive quantitative data analysis approach to analyze the participants' responses. The quantitative data utilized in this study included frequency distribution. The findings within this chapter revealed the demographic characteristics of participants indicate an overrepresentation of Latinos and the underrepresentation of social work males. Social workers ranged from ages 34-54 years of age receiving their BSW or Bachelor's Degree working 7-10 years in the social work profession. According to survey provided by the researcher (Appendix C) the findings indicated that social workers who had direct contact with sex trafficking victims were competent in identifying sex trafficking victims within the community.

CHAPTER FIVE

DISCUSSION

Introduction

This chapter examines the data obtained through this study. In addition this chapter will also explain how the results established a positive finding that supports the research question, are social workers able to adequately identify sex-trafficking victims amongst their clients? Furthermore, this chapter will discuss the researchers interpretations and opinion of the findings, identify potential weaknesses, compare past research, and suggest ideas and thought for building future research.

Discussion

Out of 34 participants, 64.7% were females and 29.4% were males, with the majority of participants (47.1%) reported being of Hispanic or Latino including Mexican American ethnicity. As previously mentioned, the data for this study were collected to explore social workers ability to adequately identify sex-trafficked victims among their clients.

Knowledge / Perception of Sex Trafficking

This study's objective was to examine social workers ability to adequately identify sex-trafficked victims within the city of San Bernardino. Past research indicates that social worker's in all settings within the community exhibits minimal awareness about sex-trafficking and few opportunities to obtain education and training specific to health care providers

that are in direct contact with victims (Richard, 1999). However, this research indicated that social workers who had direct contact with sex trafficking victims were competent in identifying sex trafficking victims within the community.

Limitations

After analyzing the data, several limitations to this study became apparent. The survey administered produced a small sample size of 34 participants. Although respondents agreed to participate in the survey, some respondents did not respond to certain questions within the demographic portion of the survey which impacts the ability to accurately assess the data obtained. In addition, there may be a level of researcher bias in developing the questionnaire. The questionnaire was created by the researcher and has not been tested for reliability and validity. The researcher's bias and assumption in creating the questionnaire may be skewed due to the researcher's perception of what is significant and what is not significant in identifying sex trafficking victim.

Recommendations for Social Work Practice, Policy and Research

Although the findings indicated that social workers who had direct contact with victims were competent in identifying sex trafficking victims within the community. The recommendation for this study suggest that social workers within each organization needs tools , resources and exposure to making contact with sex trafficking victims. The study found that 29.9% of the

participants reported their program did not provide information regarding sex-trafficking. Thirty five percent do not receive tools in efforts to support them in identifying victims. Seventy percent participants do not participate in coalitions meetings. Fifty two percent of participants state that their organization does not conduct screenings or intakes to assist in the identification process and Sixteen percent of the participants stated that their organization does not provide protocols and procedures to assist them in strengthening their ability to identify victims.

Educating social workers will assist in providing tools, trainings, and protocols which will allow them to easily identify and treat sex trafficking victims sooner. By integrating education and trainings, social workers within each organization will be able to improve their knowledge, attitude, perception and behavior focusing their roles and responsibility to identifying these victims of sex trafficking.

Conclusions

Social worker professionals play a vital role in assessing, and providing treatment services to the victims of sex-trafficking; social workers knowledge, training, and capacity to assess, is a key component in identifying sex trafficking victims amongst their clients. In efforts to assist social workers in providing treatment services to these victims, each organization should provide their social workers with the proper foundation, tools, trainings, and protocols that will allow them to easily identify and treat sex trafficking victims

sooner. By integrating education and trainings, health care professionals will be able to improve their knowledge, attitude, perception and behavior focusing their roles and responsibility to identifying these victims of sex trafficking.

APPENDIX A
QUESTIONNAIRE

DEMOGRAPHICS
(5 questions)

1. What is your current age?
 18-24 years
 25-34 years
 34-44 years
 45-55 years
 55 years older

2. What gender do you identify with?
 Male
 Female
 Other

3. What is your ethnicity?
 Asian or Asian American, including Chinese, Japanese, and others
 Black or African American
 Hispanic or Latino, including Mexican American, Central American, and others
 White, Caucasian, Anglo, European American; not Hispanic
 American Indian/Native American
 Mixed; Parents are from two different groups
 Other (write in): _____

4. Social Work Experience
 1-2 years
 3-6 years
 7-10 years
 11+ years

5. Highest Level of Education
 Bachelor Degree
 MSW
 LCSW
 Other (please indicate)

Phinney, J. (1992). The Multigroup Ethnic Identity Measure: A new scale for use with adolescents and young adults from diverse groups. *Journal of Adolescent Research*, 7, 156-176.

Knowledge/ Perception of Sex Trafficking (15 Questions)

6. Yes/No I have worked with a client that I suspected was a sex-trafficked victim?
If yes, what led you to this assumption?

True/ False Statements

7. T/F Sex trafficking operations tend to involve multiple victims.
8. T/F Sex trafficking circumstances involve prolonged and complicated relationships between the trafficker and victim.
9. T/F Victims of sex trafficking are only children under 18 years of age.
10. T/F Victims often have some contact with people other than the perpetrator.
11. T/F Most victims go to nongovernmental organizations serving domestic violence to seek assistance.
12. T/F Victims often identify themselves as sex-trafficking victims.
13. T/F Prostitutes identify as victims of sex-trafficking.
14. T/F In order for a person to be identified as victims of sex-trafficking they have to be transported into the United States illegally.
15. T/F In order to provide support to a victim that is sex trafficked, my best practice would be to remove them from their perpetrator.
16. T/F If someone is being sex-trafficked they will tell me.
17. T/F Sex trafficking is a crime that is well known.
18. T/F Most victims report their exploitation to the police.
19. T/F Once a possible sex-trafficked victim is identified, assessing the victim's statement is an important component to taking possible further action.
20. T/F When the victim is identified believe everything the victim says.

Developed By Latasha Eleanor Howard

**Awareness about Sex Trafficking Within My Organization
(6 questions)**

Please mark a number for each question:

1. Yes
 2. No
 3. I Don't Know
-
20. _____ My Organization/ Agency has shared knowledge in identifying sex-trafficked victims.
 21. _____ My Organization/ Agency have created tools to help me increase my knowledge about identifying sex trafficked victims.
 22. _____ My organization/ Agency have exchanged ideas with the other social workers about how to identify sex-trafficked victims.
 23. _____ My organization/ Agency have developed protocols to assist in identifying sex-trafficked victims.
 24. _____ In general, the skills and knowledge that I have on identifying sex-trafficking have been shared between other social workers that I come in contact with within my agency.
 25. _____ My organization/ Agency offers trainings about sex-trafficking.

Developed By Latasha Eleanor Howard

APPENDIX B
INFORMED CONSENT

INFORMED CONSENT

The study in which you are being asked to participate is designed to examine social workers' ability to adequately identify sex-trafficking victims among their clients. This study is being conducted by Latasha Howard under the supervision of Professor Rosemary McCaslin, Ph.D., A.C.S.W, California State University, San Bernardino. This study has been approved by the School of Social Work Sub-Committee of the California State University, San Bernardino Institutional Review Board.

Purpose: The purpose of this research study was to assess social workers' ability to adequately identify victims of sex-trafficking.

Description: Participants will complete a survey that will include demographic questions, questions about knowledge / perception of sex trafficking and increasing awareness about sex trafficking.

Participation: Your participation in this study is voluntary. Should you choose to decline, you are free to place the blank survey into the locked box to be returned to the researcher.

Anonymity: All information is anonymous and will be kept in a locked box. Only the researcher will have access to the research information which will be destroyed at the end of Spring 2015 Quarter.

Duration: This survey should take approximately 10 minutes of your time.

Risks: Questions within the survey may pose as a potential risk for the research participant. The questions being asked may bring up distressing feelings. At any time during the survey, if you feel a particular question is too personal or makes you uncomfortable please feel free to refrain from answering.

Benefits: There is no expected benefit. Participation will serve as valuable information for future MSW student, social work professionals, as well as educators. Participation is voluntary.

Contact: If you have any questions about the research participant rights, please contact Rosemary McCaslin at 909-537-5507.

Results: Results for this study can be obtained after September 2015 at the Pfau Library, CSUSB.

Confirmation Statement: By placing an X in the box, I acknowledge that I have been informed of the nature and the purpose of the study. I freely consent to participate and acknowledge that I am at least 18 years of age.

Place an X Today's Date: _____

APPENDIX C
DEBRIEFING STATEMENT

Social Workers Awareness of Sex Trafficking Victims Debriefing Statement

This study you have just completed was designed to examine social workers' ability to adequately identify sex-trafficking victims among their clients. This study measures social workers' knowledge, perceptions and increased knowledge within their organization/department. Information regarding social workers' knowledge, awareness and education can be used to guide further trainings, protocols, and increased awareness to identify victim.

Thank you for your participation. If you have any questions about the study, please feel free to contact Dr. Rosemary McCaslin, at 909-537-5507. Results will be located in the California State University, San Bernardino Pfau Library after September 2015.

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